

# Rebirth Model

## Learning to Love the Journey

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All Scrum Masters yearn for their teams to become more effective agilists. It's common for this yearning to turn into frustration when working with people who just don't get it. Before we know it, we're speaking disparagingly about who we're there to help - throwing our hands in the air, giving up and being unhappy in our roles.

News flash! ScrumMasters will, by definition, ALWAYS be in situations where the people around them haven't mastered Scrum. When that stops being true, you'll just be moved to another team that does need your help.

Here's a model you can use to shed the stories holding you back, develop compassion for your team, link the work you're doing now back to your life's purpose, and rediscover that spark for your role as an agile change agent and love every day of your amazing journey.

## Rebirth Model

The Rebirth Model is a four-step process that helps individuals navigate through times of difficulty and emerge stronger and more resilient. The four steps are Ventilate, Remember Your Purpose, Reclaim Your Story and Burn Unhelpful Stories.

**Step 1: Ventilate** - In this step, individuals are seen and heard as human beings in a real struggle. Ventilating is a necessary prerequisite to clearing our minds and starting fresh.

**Step 2: Remember Your Purpose** - In this step, individuals are supported to identify their life purpose and align their actions and goals with it. This helps them live a more fulfilling and meaningful life.

**Step 3: Reclaim Your Story** - In this step, individuals are guided to uncover their unique story or myth that gives meaning and purpose to their role as agile change agents. This helps them connect with the original spark and excitement they had for their role.

**Step 4: Burn Unhelpful Stories** - In this final step, individuals are encouraged to create a ritual that symbolizes their rebirth and seals their commitment to their new path. This helps them integrate their new identity and solidify their transformation.

Preconditions:

1. You have to want to rediscover your spark. If you're just done with the relationship that you're focusing on, then that's OK, but then this model won't work.
2. This exercise will be meaningful for people to the degree that they have heart and

- passion for their work.
3. This activity includes a few guided meditations, so you'll need to be comfortable with a certain level of introspection.

## Step 1: Ventilate

Have you ever noticed that when you write down or talk about something that upsets you, you don't actually feel better? In fact, you might even feel angrier or more frustrated. Well, there's a reason for that, and we're going to explore it today. Before we can move forward, we need to do some preparation to honour where we currently are and ventilate the frustrations we're experiencing. Often, when we tell stories about what happened or talk about other people who upset us, we, unfortunately, relive the trauma. We might complain to others in a bid to vent our anger and feel better, but the truth is, every time we retell the story, the pressure builds up, and we get even madder.

So, what's the solution? True ventilation only occurs when we truly feel heard and seen by another human being, and that happens when we speak about our experience, not just about what happened. Here's a simple mnemonic to remember: ***Talking about what happened makes the heat go up. Talking about your experience makes the heat go down.***

### Ventilation

1. Think about the situation you're working on. Allow yourself to feel into it. Now, make a motion to move it out in front of you as if you're physically distancing yourself from it.
2. Looking at it from this new perspective, **describe in your head** how you feel about it. But here's the catch - don't mention anything about the situation itself; just focus on how you feel. For example, you might say, "I feel frustrated," "I feel hurt," or "I feel disappointed."

### Reflective Listening



3. Work with a partner and tell them the emotions that came to your mind. The person's role is simply to listen without judgment and repeat back what they heard. This is known as reflective listening, where the listener reflects back the emotions they heard without offering any advice or opinions.

### **Self-Awareness**

4. After the reflective listening, take a moment to make a note about how you feel. Notice if there's any shift in your emotions or if you feel more relieved or lighter after expressing your experience without retelling the story of what happened.

By focusing on expressing your experience rather than just retelling the story of what happened, you can truly vent your frustrations and move towards authentic expression. This practice can help you release the pressure, gain clarity, and even improve your relationships by fostering better communication.

## **Step 2: Remembering Your Purpose**

*Credit: This activity was inspired by the Life Purpose Exercise from the Co-Active Coaching Toolkit.*

A life purpose is something that we're all born with - it's something that's always there, and it's the reason that we're on this planet. Unfortunately, it's not something that we get to choose - instead, it's something we listen for and discover over time. We know viscerally that this is the case because we can always feel when we are on purpose and when we are not. It's very challenging for us to act off-purpose because we feel terrible, flat, dead, disconnected. But when we act "on purpose," we feel alive and fulfilled.

### **Visualizations**

- 1) Imagine yourself in a large auditorium, sitting among a crowd of people. On stage is your future self, who has just finished giving an inspiring speech. Feel the impact of their words on you and the audience. What was the impact your future self had on you and others? Write what you saw.
- 2) Close your eyes again...Now, think back to a time in your life when you felt your full power when you were truly alive. What were you doing? Who was around you? What impact did you have on them? Open your eyes and write down anything that spoke to the impact you had on the other people.
- 3) Close your eyes again...And return to the auditorium once more. This time, it's not your future self, but YOU, on stage, about to address the crowd. Just as you step up

to the microphone, time freezes, and you hear a voice in your ear that says your name and then says, "In the next thirty seconds, you will have a chance to have any impact you want on this entire group. It will be only one chance, one impact, but all of these people will be changed in some way; they will have a different life because of the impact you have on them." Thirty seconds, counting down now in silence for you to decide. Write down what you saw. What impact did you have? What happened to the people?

### Impact Statement

On the sheet of paper somewhere is a clue into the impact you were meant to have on this world. Mine the data from those visualizations into a life purpose statement using the format,

*I am the \_\_\_\_\_ (metaphor) so that people \_\_\_\_\_ (impact statement)*

Every time you do this exercise is like wiping away another layer of dust off the purpose statement that's already there. So you can do this activity again to refine your statement later.

## Step 3: Life Purpose

*Credit: This activity was inspired by the ORSC exercise, Original Myth.*

Researchers have discovered that when we speak negatively about the beginnings of something, like a job or a relationship, we're a lot less likely to succeed at that job or that relationship. Sometimes, when we focus too heavily on our frustrations, we become resentful, and resentment has a way of rewriting our stories in a way that's negative and in a way that sabotages our ability to succeed. So this step is about reclaiming the positive aspect of those first days on the job - a time when you had infinite potential and hope.

Activity (silent writing):

1. Consider how you got your job and the unique circumstances that brought you together with the company. What first attracted you to this company?
2. Next, think back to when you first started your job. Reflect on your initial excitement and inspiration.
3. Recall any dreams, fantasies, or hopes you had for the job.
4. See if you can pinpoint any body sensations and emotions you're experiencing right now as you think about your job.
5. Pick one aspect of that, maybe it's a feeling in your heart or in your gut, and then make that feeling as big as you possibly can using some physical gesture. It can be absolutely anything.

Anytime you notice yourself telling negative origin stories, you can use that gesture to reconnect with the essence of everything that's positive about your job.

## Step 4: Burn Unhelpful Stories

*Credit: This activity was inspired by the Burning Contracts exercise from The Art of Empathy by Karla McLaren.*

### *Grounding and Preparation*

Focus on the sticky note that has your element of frustration depicted on it, and take a few deep breaths. As you do this, imagine a brightly coloured protective shield surrounding you. This is your personal boundary, and it's important to feel safe and secure within it.

### Projecting Distress onto the Contract

Next, recall the negative situation you had written about and project any feelings you have that are negative or unhelpful onto that sticky. These may also be some of the emotions you ventilated during step 1 of the rebirth model. Be emotionally honest and open with yourself. Welcome any emotions that arise during this process, and take your time. By doing this, your sticky now symbolizes your emotional contract with the behaviour, belief, attitude, or relationship you've explored.

### Rolling up the Contract

Once you've projected your emotions and feelings onto the sticky, roll it up. Then, tie your rolled-up contract with a piece of twine as tightly as you can.

### Burn the Contract

Imagine a fire (or a real shredder). As you throw it in the fire, visualize the contract and your negative emotional energy burning away - whether that's anger, fear, sadness, or any other emotion you feel. Allow the contract to burn away completely.

### Refocusing and Conclusion

Finally, make your gesture, and say your life purpose statement to signify the new emotional contract you'll have with your job going forward.